



DEPARTMENT OF THE NAVY
BUREAU OF MEDICINE AND SURGERY
2300 E STREET NW
WASHINGTON DC 20372-5300

IN REPLY REFER TO
13 January 2012

NAVY MEDICINE POLICY STATEMENT
“EQUAL EMPLOYMENT OPPORTUNITY/MILITARY EQUAL OPPORTUNITY”

Navy Medicine is committed to fostering a climate in which Equal Employment Opportunity/Military Equal Opportunity (EEO/MEO) exists for all members of its team. In a positive and effective work environment, all persons are treated with respect, dignity, and basic courtesy. Discrimination on the basis of a person's race, color, nation of origin, gender, age, or disability fundamentally violates these essential core values of respect and dignity. Discrimination demeans any work environment and degrades the good order and discipline of the military service.

It is my policy that all Navy Medicine staff members will conduct themselves in a manner that is free from unlawful discrimination. We will provide equal opportunity and treatment for all personnel. We will actively seek ways to foster a positive, supportive, and harassment-free environment for all personnel, military, civilian, staff, and patient. We will use all available tools – including Navy Pride and Professionalism training, proactive senior-subordinate dialogue, the informal resolution system, command climate assessments, formal resolution, leadership training programs, and counseling and assistance from Command Managed Equal Opportunity Managers, Equal Opportunity Advisors, and EEO Officers. We will ensure that the rights of individuals to file grievances are preserved. Whenever unlawful discrimination is found, it will be eliminated and its effects neutralized. Acts of retaliation against any employee will not be tolerated for making a good faith effort to report unlawful discrimination. All personnel hold a shared responsibility to ensure that any unlawful discrimination is eradicated and that accountability is appropriately assessed.

Individuals in leadership positions have the responsibility to work toward Navy Medicine's employment objectives, which may require targeting recruitment efforts to attract qualified minorities or persons with disabilities. They have the responsibility to guide a work environment that fosters the fair and unbiased treatment of all individuals and must ensure that their personnel decisions and actions are in compliance with EEO regulations.

Questions regarding this policy may be addressed to your chain of command, or the Navy Medicine Command Deputy Equal Employment Opportunity Officer, Mr. K. Berry at (202) 762-3347.

M. L. NATHAN